ANNUAL REPORT 1988 1989

MANITOBA ADVISORY COUNCIL ON THE STATUS OF WOMEN

90-01291/

Manitoba Advisory Council
on the Status of Women
450-500 Portage Avenue
Winnipeg, MB. R3C 3X1

Telephone: (204) 945-6281
TDD Line: (204) 945-1352

Cover Design: Noreen Stevens

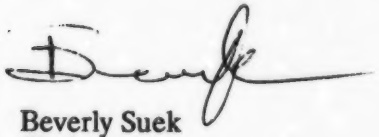
September 25, 1989

The Honourable Gerrie Hammond
Minister responsible for the Status of Women
Room 156, Legislative Building
450 Broadway
WINNIPEG, Manitoba
R3C 0V8

Dear Minister:

I am pleased to submit to you the Annual Report of the Manitoba Advisory Council on the Status of Women for the 1988-1989 fiscal year.

Sincerely,



Beverly Suek
Chairperson

TABLE OF CONTENTS

Chairperson's Report	1
Advisory Council:	2
Goal Background Mandate Role Structure	
Members of Council	3
Recommendations	6
Community Involvement	16
Future Directions	19
Publications	20
Financial Statement, 1988-1989	21

CHAIRPERSON'S REPORT

I've learned many things during my tenure as Chairperson of the Manitoba Advisory Council on the Status of Women. One of the things I've learned, perhaps too well, is that odd and unaccountable values sometimes influence important decisions in our society. For example, in the courts, sentences for incest or sexual assault are often more lenient than sentences for stealing from Safeway or The Bay. In cases of divorce, maintenance awards to women and children are usually so low that most single parent families live in poverty. What does this say about our priorities?

At the Advisory Council, we have tried to keep watch on what we see as illogical priorities or extreme differences in values. We believe it is important to comment on court sentences that give more weight to crimes against property than crimes against people. We also believe it is important to comment on government spending that doesn't reflect such crucial issues as the extreme need for safety for women and children in violent situations.

This past year has been a particularly interesting year at Council, with the release of our recommendations on midwifery and our report on the Manitoba Lotteries Foundation. Of course, we also continued to comment in the media on legal issues, on pornography, on affirmative action, and on many other issues of concern to women.

We trust that, in the future, more women will take an active part in politics and be appointed as judges, and that they will be supported by both women and men. In this way, we hope that women's perspectives and values will influence the decisions of future generations.

We believe that our voices, added to those of other women, will bring about a change in priorities that will put personal safety, peace, and the environment, ahead of other, less crucial issues. We believe that changes can be made.

ADVISORY COUNCIL

Goal

To advance the goal of equal participation of women in society and to promote changes in social, legal and economic structures to that end.

Background

In 1970, the Royal Commission on the Status of Women recommended the creation of a federal Status of Women Council and similar agencies concerned with the status of women in each of the provinces and territories.

As a result of concerted lobbying by women's organizations across the country, a federal Advisory Council on the Status of Women was established in 1973 and several provincial and territorial Advisory Councils have since been brought into existence.

The Government of Manitoba established the Manitoba Advisory Council on the Status of Women through Order-in-Council in 1980. To ensure its permanence as an independent, arms-length organization, Bill 3, The Manitoba Advisory Council on the Status of Women Act, was introduced in the Manitoba Legislature on March 2, 1987. The Act received royal assent on July 17, 1987.

The Advisory Council Act requires that in appointing members to Council, the Manitoba Government endeavour to select persons who are representative of the various geographic, ethnic and socio-economic sectors of Manitoba.

Mandate

To advise the Government of Manitoba on matters relating to the status of women. The Advisory Council advises government on such matters as are referred by government to Council for consideration and on such other matters as Council may consider appropriate to draw to the attention of the Province.

Role

* To identify issues of concern to women and to conduct independent research into these areas.
* To work closely with government officials from a range of departments to promote the development of government initiatives which reflect the right of women to equality.
* To formulate and submit to the Manitoba Government recommendations which can shape policies, programs and legislation to better serve the needs of women.
* To consult with Manitoba women and women's organizations on existing and emerging issues of concern to women.
* To work in co-operation with women and women's organizations to support and facilitate community activities aimed at improving the status of women.

Structure

The Advisory Council operates as an arms-length body, funded by the provincial government, and reporting directly to the Minister responsible for the Status of Women.

Council currently consists of a Chairperson and 13 members, appointed through Order-in-Council for terms of three and two years, respectively.

Council is supported by a staff of four.

MEMBERS OF COUNCIL

Council membership is representative of urban, rural and northern women. Members have expertise and experience in a broad range of areas of concern to women, including health, education, law, immigration and settlement, labour, farming, employment and training, economics, the arts, spirituality, work in the wage sector, parenting and grandparenting.

Council members consult regularly with representatives of women's organizations throughout the province and with individuals who are working at the community level on women's issues. Members bring concerns expressed by Manitoba women to Council's monthly meetings; they determine priorities and formulate recommendations to the Manitoba Government.

Chairperson
Beverly Suek, Winnipeg

Owner and Director of TLS Creative Enterprises, a small business specializing in training, research and consulting. Specialist in affirmative action, management programs, entrepreneurial training, and organizational development. For over 20 years, has been involved with a variety of women's community organizations as a volunteer, a board member and a consultant.

Arlene (Day) Baillie, Elie

A physical education and Grade 5 classroom teacher in MacGregor, Manitoba. Activist in issues of equality in education, including involvement in the Manitoba Teachers Society Equality in Education Resource Team. Member of the Women's Initiative Action Team.

Ruth Blaser, Winnipeg

Lutheran Minister, Executive Director for the Division for Church and Society of the Evangelical Lutheran Church in Canada. Active in a variety of justice, peace and feminist issues.

Dianne Brown, Manitou

A nurse. Participates in a family farm operation. Also involved in union activities and women's health issues.

Judy Burch, Bagot

Farm partner and child care provider. Involved in local farm women's group.

Catherine Evenson, Morden

A radio and print journalist in Southern Manitoba and the editor of the Pembina Times. Also does the University of Manitoba Feature File radio interviews. Partner in a grain and cattle farm south of Morden. Interested in rural and farm women's issues.

Sandra DeLaronde, The Pas

Director of Access North, Manitoba Education. On the Board of Directors of the Northern Manitoba Trapper's Festival and The Pas Friendship Centre. Also active in the Metis Women's Alliance, the Indigenous Women's Collective, and the Manitoba Metis Federation.

Marilyn Gault, Winnipeg

A private consultant on business start up and training for women re-entering the labour force. Founder and Past President of Women Business Owners of Manitoba, member of Council of Winnipeg Chamber of Commerce and Chair of the Chamber's Task Force on Governance of Red River Community College.

Terri Deller, Brandon

Lawyer and sole practitioner. Active in local justice and equality issues including involvement with the Manitoba Action Committee on the Status of Women (Brandon Branch), Westman Women Lawyers Association and Brandon University Status of Women Organization.

Grace Ivey, Winnipeg

Retired. Activist in the areas of reproductive freedom, planned parenthood and family life education in the schools.

Edna Lowe, Thompson

Chairperson of Gatekeepers Inc., a health promotion centre in Thompson. Actively involved in the development of a community health clinic. Also Chairperson of Juniper Centre Inc., a life and employment skills training centre for mentally handicapped adults.

Ruby Reske-Naurocki, Beausejour

Farmer and poet. Active in agricultural issues and local community issues. Member of the National Farmers Union.

Michele Pujol, Winnipeg

Economist with a special interest in economic issues affecting women. Activist in the areas of women's studies, the status of women in education and training, and women's cultural and artistic expression.

Zully Trujillo, Winnipeg

Lawyer in Peru, economist in Canada. Now the Anti-Racism Coordinator for the Manitoba Federation of Labour. Actively involved in the areas of immigration law, human rights, affirmative action, economic development and global issues.

The following members completed their terms of appointment to Council in 1988-89:

Daphne Howard
Virginia Jamieson
Joan Siran

RECOMMENDATIONS

We do not advocate that males and females be the same, only that they be treated with equal respect and be allowed equal privileges to earn a living and become valued members of society. Why should this prospect be so frightening to so many people?

- L. Koch
as quoted in "Equality", *Making Waves,*
Vol. 3, No. 6, July/August 1989

CHILD CARE

Although the Advisory Council supports Manitoba's current child care system, it believes that there is still much room for improvement. It was on this basis that the Advisory Council presented a brief to the Manitoba Task Force on Child Care in January 1989.

Recommendations

* **that only non-profit, community-controlled child care be supported by public funds**

* **that child care be made available not only to those parents who work a 9 to 5 job, but also to students, shift workers, and farmers whose workload changes seasonally. Occasional care should also be made available to parents who work full-time in the home**

* **that Manitoba's child care system reflect and respect the cultural diversity of the province by ensuring the provision of culturally-appropriate child care services**

* **that the child care system accommodate the particular needs of children with physical, mental and emotional disabilities**

* **that remuneration for child care workers be increased significantly and training opportunities enhanced**

EDUCATION

Sex-Role Stereotyping in the Schools

The Advisory Council established a sub-committee on education in the Spring of 1989. Council members on the sub-committee are particularly concerned about sex-role stereotyping in the public school system and they plan to network with education officials to develop strategies to reduce such stereotyping. Sub-committee members also plan to meet with the Minister of Education in the near future.

Women & Universities

The Advisory Council was part of a coalition of women's organizations which came together in early 1989 to take action on the status of women at Manitoba's four universities: the University of Manitoba, the University of Winnipeg, Brandon University and the College Universitaire de St. Boniface. The coalition gathered evidence indicating that women at these universities experience systemic discrimination in the areas of employment, curriculum and research, and support services. At the University of Manitoba, for example, even though women were awarded almost half of all PhDs in 1987-88, they occupied only 18.8% of all full-time teaching positions

in this same year.

Recommendations

* **that the Manitoba Government require Manitoba's universities, as a condition of funding, to implement pro-active measures to address systemic discrimination against women in the areas of employment, curriculum and research, and support services**

* **that the Manitoba Government monitor the results of these measures**

* **that the University Grants Commission designate specific funding to Women's Studies programs, at a level that will allow for the provision of a significant number of women's studies courses at all four universities**

* **that affirmative action programs be implemented at Manitoba's universities, with measurable goals in hiring and promotion**

* **that accessible, affordable child care services be established, adequate to meet the needs of faculty, students, and staff**

* **that in addition to a strong women's studies program, existing university courses be enriched to integrate the diversity of women's experiences, history, and perspectives**

The coalition also filed a complaint of systemic discrimination with the Manitoba Human Rights Commission against Manitoba's four universities. This complaint is the first of its kind to be filed under Manitoba's new Human Rights Code.

ELECTION '88

Prior to the provincial election in 1988, the Advisory Council prepared a series of questions designed to assist women in determining the views of their local candidates. These questions were distributed by Council to women and women's organizations across the province.

One of the issues brought to the attention of the Advisory Council during the 1988 election was the practice of posting voters lists on telephone poles and in other public places. Many women felt uneasy because such lists include names and addresses of voters and thus, the lists can be used to identify women who are sole occupants of their homes.

The Advisory Council believes that access to voters lists is important to allow eligible voters to confirm that they have been enumerated. It is Council's position, however, that access to this information can be achieved by alternative means.

Recommendation

* **that the requirement that voters lists be posted in public places be removed from Manitoba's Elections Act**

FAMILY LAW

Access Enforcement

Bill 11, The Child Custody Enforcement Amendment Act, was introduced in the Manitoba Legislature in August 1988. The Bill provided the legislative basis for a three-year pilot program designed to ensure that access orders are enforced.

When public hearings on Bill 11 were held in December, the Advisory Council made a presentation to the Legislative Committee reiterating concerns Council had previously brought to the attention of government regarding the credibility of research undertaken to substantiate initiatives in this area. Research

undertaken by departmental officials had solicited the views of only non-custodial parents, and only 15% of these parents said that they were currently having problems with access. Council therefore recommended that the passage of Bill 11 and the implementation of a three-year pilot program be delayed until comprehensive, in-depth research on the need for both could be undertaken and completed.

Recognizing that the passage of Bill 11 and the introduction of an access enforcement program might well proceed without additional research, Council made specific recommendations regarding both.

Recommendations

* **that Bill 11 be reworded to ensure that it reflects a specifically child-centered philosophy**

* **that legal assistance be made available not only to non-custodial parents but also to custodial parents, particularly in cases where abuse is alleged. Financial limitations must not prevent custodial parents from making their best efforts to protect their children from harm**

* **that the community be involved in monitoring and evaluating the access enforcement pilot program**

* **that the government ensure that at the end of the three-year period, a report, including an evaluation of the pilot program, be made available to the public**

White Paper on Family Law

In 1987, the Department of the Attorney General consulted with the Advisory Council, as well as with other women's organizations, on the preparation of a White Paper on Family Law. It was expected that the White Paper would be made available to the public some time ago. In spite of enquiries made recently by the Advisory Council, there is still no indication of when the document will be released.

HEALTH

Midwifery

In September 1988, the Advisory Council released its recommendations on midwifery. "Midwifery: Recommendations to the Manitoba Government" is based on the views expressed by Manitoba women during consultation sessions held by Council in 1987-88.

Recommendations

* **that the Government of Manitoba legalize the practice of midwifery by enacting a Midwives Act in which the scope of practice is defined consistently with the internationally adopted definition of midwife**

* **that the Government of Manitoba support the establishment of an independent governing body of midwives responsible for the self-regulation of the profession of midwifery**

* **that the Government of Manitoba allocate funds to educational institutions for the establishment and continued operation of a midwifery training program. Certification is to be offered through both a direct entry training program and a post-basic, registered nursing specialization**

* **that criteria which recognizes the knowledge, skill and practical experience of practicing midwives be established to allow them to gain advanced standing in training programs**

* **that criteria be established for recognizing the qualifications of midwives trained in**

other jurisdictions

- **that continuing education be required for renewal of midwifery registration to assure continuing competency**
- **that all midwifery training programs be developed and delivered based on principles and practices of access to education. This would include geographical access, financial support, and social supports such as adequate child care, flexible study schedules and cultural and language sensitivity**
- **that community-based health care centres, including birthing facilities, be established throughout Manitoba. Midwives are to be integral members of the community-based health care team**
- **that midwifery services be incorporated into Manitoba's health care system. Midwifery services are to be provided in approved settings such as community health clinics, birthing centres and private homes, as well as in institutional settings such as hospitals. All settings must meet standards for safe and effective midwifery practice**
- **that the relationship between midwives and other health care professionals be collegial**
- **that midwifery services be insured health benefits, fully funded under the Manitoba Health Services Insurance Act**
- **that The Hospitals Act be amended to empower hospital boards to appoint midwives to hospital staff and to grant midwives admitting privileges**
- **that midwives be covered by liability insurance**

Reproductive Technologies

The issue area of reproductive technologies has been a priority of the Advisory Council for some time. Although many of these technologies are relatively new, their profound effects are already being felt by Canadian women and their families.

In 1987-88, and again in 1988-89, the Advisory Council requested additional resources from the Manitoba Government to enable Council to undertake research and community consultations in the area of reproductive technologies. On neither occasion were the requested resources provided to Council.

Believing that it is especially crucial that women have an opportunity to explore and discuss developments in the area of reproductive technologies, the Advisory Council wrote to the federal Minister of Health urging him to set aside specific funds for women's organizations to conduct research in this area. At a later date, it was recommended by Council that reproductive technologies be identified as a priority area for research funded by the National Health Research and Development Program (NHRDP).

Throughout the year, Council continued to collect information regarding reproductive technologies. This information has been compiled and included in a bibliography on reproductive technologies, which is now available through Council office.

Reproductive Health

In the wake of the January 1988 Supreme Court decision to strike down federal abortion laws, the Advisory Council sent a telegram to the federal government urging it to protect the equality rights of Canadian women by refusing to enact criminal legislation on abortion. Council

reiterated its position that abortion is not a criminal act.

The Advisory Council also participated on a community committee established to raise support for court challenges to preserve women's reproductive rights. One endeavour undertaken by this committee was the celebration held in February 1989 to honour Dr. Henry Morgentaler.

Refugee Claimants

The Advisory Council learned that persons claiming refugee status are not eligible for coverage under the Manitoba Health Plan, unless they are in possession of a work permit valid for one year.

Concern was expressed by a number of organizations working with refugee claimants, particularly female claimants, many of whom are indigent and in urgent need of maternity and other health care services.

Recommendation

* **that coverage under the Manitoba Health Plan be extended to all refugee claimants and their families**

HUMAN RIGHTS

Systemic Discrimination

In December 1988, the Advisory Council learned that the Canadian Human Rights Commission (CHRC) requires all of its professional job applicants to pass a reading comprehension and writing skills test before they can be considered for a job interview. This is of particular concern for potential applicants from immigrant communities, who may not be able to pass the test and will therefore not have the opportunity to demonstrate their range of abilities in an interview.

Believing that this practice may have the effect of systemic discrimination against many individuals who might otherwise prove to be valuable employees of the CHRC, the Advisory Council recommended to the Chief Commissioner that the practice be reviewed to ensure that it is not discouraging precisely the same people that the Commission should be seeking to hire as employees.

Sexual Harassment

The Advisory Council has been concerned for some time about the Manitoba Government's personnel policy on sexual harassment. Council reviewed this policy in 1987 and recommended to the Minister responsible for the Civil Service Commission that the policy be redrafted and that it include guidelines for the handling and monitoring of complaints, and for ensuring that managers and employees are informed of their rights and responsibilities.

In 1988-89, the Civil Service Commission asked the Advisory Council to review a draft of a new sexual harassment policy. Council expressed concerns about many of the provisions in the policy.

Recommendations

* **that the Manitoba Government sexual harassment policy emphasize the government's commitment to ensuring a harassment free environment for all government employees**
* **that the policy include a definition of harassment**
* **that one instance of harassment be sufficient to justify a complaint**
* **that provision be made for verbal complaints of harassment, as well as written ones**
* **that in addition to reporting complaints**

directly to Deputy Ministers or to the Civil Service Commission, employees have other options for reporting harassment

* **that the Manitoba Human Rights Commission be cited in the policy as an alternative for sexual harassment complaints or appeals**

* **that reference in the policy to disciplinary action in connection with "frivolous", "vexatious" or "mischievous" allegations of harassment be removed**

* **that in redressing harassment, the harasser, rather than the victim, be considered first for transfer, unless the victim specifically requests a transfer**

Although the Civil Service Commission incorporated into its policy many of the Advisory Council's recommended changes, Council continued to have serious concerns about the final version of the policy. Council also expressed concern about the many delays in drafting the policy which have meant that during this period, government employees have not been adequately protected from sexual harassment.

JUSTICE

Aboriginal Justice Inquiry

When the Aboriginal Justice Inquiry was established in the Spring of 1988, the Advisory Council wrote to the Manitoba Government urging it to ensure that the terms of reference of the Inquiry included a focus on issues affecting aboriginal women.

The Advisory Council was among the first to make a presentation to the Aboriginal Justice Inquiry.

Recommendations

* **that the findings of the Aboriginal Justice Inquiry be based on the principle of aboriginal self government, with the administration of justice largely controlled by aboriginal people. Aboriginal women must be seen as equal partners in the administration of justice, with equal numbers of them in law enforcement, in the judiciary and in other related roles**

* **that the unique situation of women who are charged with certain criminal acts, such as shoplifting and prostitution, be investigated with sensitivity as to the reasons for those acts and the reasonableness of sentencing**

* **that the Inquiry investigate the impact, not only of the criminal justice system, but also of the family law system. Many aboriginal women are single parents with concerns related to family law**

* **that the Inquiry investigate the impact on families when a mother or father is arrested and make recommendations for improved services which would ease the burden on families affected by the temporary loss of a parent or spouse**

* **that the Inquiry investigate crimes of violence against women and girls, such as wife battering, sexual assault, child sexual abuse and so on**

* **that the availability of services for victims of violent crimes be investigated. There is a substantial lack of such services in rural and northern Manitoba**

The Advisory Council also made recommendations specific to the process of the Aboriginal Justice Inquiry.

Recommendations

* **that the hearings of the Aboriginal Justice Inquiry be held in a manner which**

will encourage the participation of women

* **that the Inquiry advertise and provide child care for people wishing to make presentations**

* **that the Inquiry recognize the special needs of particular groups within the aboriginal community, and advertise and provide services for the hearing impaired, the blind and individuals in wheelchairs**

* **that the scheduling of hearings be flexible, including both day and evening sessions in order to be accessible to working people, who may not be able to afford time away from work**

* **that the Inquiry ensure that people, particularly civil servants who work in cooperation with the justice system, are protected from any repercussions as a result of testifying before the Inquiry**

As the Aboriginal Justice Inquiry got underway, it became increasingly clear that private, as well as public hearings, would be necessary to ensure that women felt sufficiently comfortable in testifying before the Inquiry. This was particularly true in cases involving violence against women, such as wife battering, sexual assault and child sexual abuse. The Advisory Council wrote to the Inquiry urging the Commissioners to offer to conduct private hearings.

Sentencing in Manitoba Courts

Throughout 1988-89, the Advisory Council continued to raise with Manitoba's Attorney General, the inappropriateness of many sentences given to perpetrators of violence against women. Noting that many sentences do not reflect the severity of the crimes, Council requested that the Attorney General's Department appeal several court decisions. Council also requested that the Department undertake a full review of Manitoba's justice system in relation to the decisions, and sentences imposed, in cases of violence against women.

In March 1989, the Advisory Council filed a complaint against a Winnipeg judge with the Manitoba Judicial Council. In sentencing a man who had threatened a woman with a shotgun, this judge was not only extremely lenient, but he also made remarks which trivialized acts of violence against women.

Women in the Judiciary

The Advisory Council believes that it is of the utmost importance that women be equally represented in Manitoba and Canada's judicial system. During 1988-89, Council wrote to Manitoba's Attorney General on a number of occasions urging him to appoint qualified women to the Provincial Court Bench whenever vacancies arise, and to press his federal counterpart to do likewise when vacancies occur on the Queen's Bench.

In January 1989, the Advisory Council learned that there are currently no women on the federal advisory committee which recommends names for judicial appointments. Council immediately brought this to the attention of the Attorney General, who then raised this matter with the federal Department of Justice.

LABOUR FORCE EQUALITY

Affirmative Action

Affirmative action within the public sector was a focus of Advisory Council activity in 1988-89. Council is committed to a pro-active approach to affirmative action, including specific goals and

timetables for implementation, and mechanisms to ensure compliance and accountability.

The Advisory Council responded swiftly to the decision by the Manitoba Government in August 1988 to eliminate the position of Affirmative Action Coordinator in the Manitoba Civil Service.

Recommendations

* **that the Manitoba Government reinstate the position of Affirmative Action Coordinator in the Manitoba Civil Service**

* **that the Manitoba Government provide the Affirmative Action Coordinator with adequate resources to ensure the implementation of affirmative action within the Civil Service**

After learning that the government would not reconsider its decision regarding the Affirmative Action Coordinator, Council made alternative recommendations.

Recommendations

* **that all government departments be required to prepare affirmative action plans designed to increase the representation in departments of members of the four government-designated target groups: women, visible minorities, natives and physically disabled persons. Plans should clearly outline all measures to be adopted by departments over periods of one year, three years and five years**

* **that performance evaluations of managers in government include evaluation on their achievement of affirmative action goals**

* **that a committee, made up of representatives of the four target groups, be established immediately. The purpose of the committee would be to meet, on a quarterly basis, with the Minister responsible for the Civil Service Commission to review the results of departmental affirmative action plans**

* **that relevant statistical data be collected by government departments on a quarterly basis and made readily available, for monitoring purposes, to community organizations representing the four target groups and to the public**

The Advisory Council also made recommendations specific to affirmative action in crown corporations and in the private sector.

Recommendations

* **that all crown corporations be required to develop and implement affirmative action plans**

* **that all firms doing over $25,000 worth of business with the Manitoba Government be required to develop and implement affirmative action plans**

* **that all organizations, both profit and non-profit, receiving grants in excess of $25,000 from the Manitoba Government be required to develop and implement affirmative action plans**

Pay Equity

Emphasizing that pay equity and affirmative action go hand in hand in the struggle to achieve labour force equality, the Advisory Council continued to urge the Manitoba Government to move forward in the implementation of pay equity.

Recommendations

* **that the Manitoba Government continue the process of pay equity implementation in the public sector by extending the Pay Equity Act to include remaining hospitals, school boards, municipalities, and all other**

agencies, such as health care facilities, funded by the government

* **that the Manitoba Government extend pay equity through legislation to Manitoba's private sector**

The Advisory Council also participated in pay equity consultations held by the Manitoba Government. A written response to a government discussion paper was then prepared by Council and submitted to government.

Employment Benefits and Standards

In July 1988, the Advisory Council wrote to the Minister of Labour suggesting that he review the Employment Benefits Act, which had recently been introduced in the Saskatchewan Legislature. Council drew to the Minister's attention a number of provisions in the Act which would be of significant benefit to women workers in Manitoba, particularly those who are employed on a part-time basis.

The Advisory Council also responded to an incident at a local restaurant, where a waitress was suspended for not wearing a brassiere.

Recommendation

* **that Manitoba's employment standards legislation be revised to ensure that all dress codes are genuinely related to job performance and are applied to women and men equally**

MANITOBA LOTTERIES FOUNDATION

The Advisory Council released its report on the Manitoba Lotteries Foundation in March 1989. The report, "The Manitoba Lotteries Foundation: Are Women in the Game?", examines the distribution of lottery profits in Manitoba, particularly as women and women's organizations are affected. The report concludes that due to historical funding arrangements that have favoured sectors in which women are under-represented, women in Manitoba are not receiving an equitable share of lottery profits.

Recommendations

* **that the current distribution of lotteries funding in Manitoba be reviewed, and priorities reassigned, to reflect the needs of the broader community and to provide more equitable distribution among groups**

* **that equity goals be specifically defined within funding criteria of all bodies distributing lotteries funds, and that a public monitoring process be put in place. Definitions of equity should include proportional representation of women, aboriginal peoples, people with disabilities, immigrant and visible minorities, as well as people from all geographic regions**

* **that the mandates and criteria of all Umbrella Groups be reviewed and revised in order to enable them to fund a broader range of activities, from elite/professional groups and individuals to community-based recreational and developmental programs**

* **that public education efforts be undertaken to ensure that funding criteria and application processes for all bodies distributing lotteries funds are readily available to all Manitobans**

* **that the Boards of Directors of all bodies distributing lotteries funds be made representative of the entire population of Manitoba. Community input into the appointment or election of Board members is essential**

* **that lotteries profits generated in Manitoba not be used to fund essential public services**

MEECH LAKE ACCORD

The Advisory Council believes strongly that the Meech Lake Constitutional Accord must be amended to ensure that equality rights contained in the Charter of Rights and Freedoms prevail over the Accord. Provisions in the Accord, which allow provinces to opt out of national programs, must also be changed to ensure that Canadians everywhere will continue to benefit equally from national programs. Council made these recommendations to the Manitoba Government in 1987-88, and continued throughout 1988-89 to work towards their achievement.

SOCIAL ASSISTANCE

In August 1987, the Manitoba Government forwarded to parents on social assistance a special one-time payment to cover the costs of their children's school supplies. Ordinarily, parents requiring assistance for these essential items have to make application to a special needs fund.

In August 1988, a number of mothers on social assistance contacted the Advisory Council. They were distressed to learn that this year, if they required assistance for school supplies, they would once again have to apply for special needs funds. This meant that mothers would have to draw on already meagre food allowances to cover the costs of school supplies until their applications for special needs could be processed and they could be reimbursed by the Province.

Recommendation

* **that in August of every year, parents on social assistance automatically receive special funds to cover the costs of their children's school supplies**

WOMEN'S INITIATIVE

Although the Advisory Council was not involved in the Women's Initiative, Council met with the four member consultative team when the Initiative was established in October 1988. The Initiative's planned consultation process was discussed.

Recommendations

* **that in holding consultations and preparing a final report for consideration by government, the Women's Initiative consultative team take into serious consideration the many studies, reports and projects already completed by various women's organizations regarding gaps in policies, programs and services for women**

* **that terms used by the Women's Initiative, specifically "economic development" and "economic support", be more clearly defined**

* **that policies and programs discussed during consultations be wide ranging and not limited to what currently exists**

* **that service providers who are also civil servants be provided with opportunities to speak freely to the consultative team**

* **that the consultative team do everything possible to allay increasing fears in the community regarding possible funding cuts to women's advocacy groups**

In discussions with the Women's Initiative consultative team, the Advisory Council also emphasized the importance of ensuring that new programs for women not be put on hold pending the outcome of the Initiative.

COMMUNITY INVOLVEMENT

Be patient, the political process is slow and doesn't always move in a straight line. If you have clear goals, a series of planned activities, work over a period of time, systematically, and work with others in an organized fashion, you can make a difference.

- Jeri Bjornson
as quoted in "Lobbying: One Form of Political Action", *Health Information Update,* Women's Health Interaction Manitoba, Issue No. 2, January 1989

As advisor to the Manitoba Government on matters of concern to women, it is essential that the Advisory Council is active in the community and accessible to women's organizations across the province. Council serves as a link between women and the Manitoba Government, ensuring that the priority concerns of women are brought to the attention of government decision-makers.

Council supports the efforts of women's organizations and often brings individuals and groups together on issues of common concern. Administrative assistance is also offered to groups by providing them with meeting space, use of photocopying facilities and assistance with mailing costs.

The following are examples of some of Council's community activities in 1988-89:

Learning Women

In January 1989, a number of Advisory Council members and staff attended the conference, "Learning Women," sponsored by the Prairie Regional Joint Chair in Women's Studies. The purpose of the conference was to provide women with the opportunity to share their views on the university and the university's responsibility to women, and to develop strategies to ensure that the university becomes more responsive to the needs of women.

In addition to participating in the conference, the Advisory Council provided the Chair in Women's Studies with a grant to publish and distribute the proceedings of the conference.

Reproductive Technologies

In June 1988, the Advisory Council brought together individuals, and representatives of several women's organizations, interested in issues related to reproductive technologies. A community-based working group on reproductive technologies evolved and now meets periodically to discuss issues and to exchange information. The Advisory Council participates in, and provides administrative support to, this working group.

Throughout 1988-89, the Advisory Council met with a number of community organizations to discuss reproductive technologies, as well as with representatives of government departments and professional groups such as the Manitoba Law Society and the Manitoba Association of Registered Nurses.

Election '88

Just prior to the provincial

election in April 1988, a coalition of women's organizations sponsored a public debate on women's issues to which the leaders of Manitoba's three major political parties were invited. The Advisory Council assisted the coalition in organizing the debate. Council also covered the costs of sign language interpretation at the event.

Meech Lake Accord

The Advisory Council held a public meeting on the Meech Lake Constitutional Accord in October 1988. The purpose of the meeting was to share information on the Accord, and its potential impact on women and other minority groups. A number of guest speakers were featured at the meeting, including the Presidents of the Canadian Advisory Council on the Status of Women and the New Brunswick Advisory Council on the Status of Women.

Throughout 1988-89, the Advisory Council participated actively on Manitoba's Ad Hoc Committee on the Meech Lake Accord. Through this Committee, Council was involved in a number of activities, including a media conference during which Manitoba women's concerns about the Accord were expressed publicly. Council also liaised with both women's organizations and Advisory Councils in other provinces, and met to discuss the Accord with representatives of Manitoba's three major political parties.

Midwifery

After the September 1988 release of the Advisory Council's recommendations on midwifery, Council met with a number of community organizations to discuss the issue. As a result, several such organizations passed resolutions in support of the legalization of midwifery.

Winning Women

The Advisory Council has strongly supported the Council of Women of Winnipeg, the Junior League of Winnipeg and the Social Planning Council in their joint efforts to organize the upcoming conference, Winning Women. The conference, which will focus on women and municipal politics, is scheduled for May 1989.

In addition to making Advisory Council facilities available to the organizers of the conference, Council has agreed to mail notices and information for them and to allow them to use its address to receive registrations and other correspondence.

Manitoba Women's Agenda

The Advisory Council assisted the organizers of the third annual Manitoba Women's Agenda in holding a conference in October 1988. Several women's organizations from across Manitoba were represented at the conference. Specific resolutions were adopted by groups, and later presented to elected officials as priority issues of concern to Manitoba women. Council members and staff served as workshop facilitators at the conference.

International Women's Day

Advisory Council members in Winnipeg, and in rural and northern Manitoba, hosted events in celebration of International Women's Day, March 8th. Council also co-sponsored such events with other women's organizations.

Council Brochure

In order to provide the public with information

about the Advisory Council, a brochure was produced and distributed in March 1989. The brochure describes the mandate and activities of Council and incorporates Council's new logo.

Joint Meetings of Advisory Councils

Twice a year, the Chairperson of the Advisory Council attends Joint Meetings of Federal/Provincial/Territorial Advisory Councils to discuss issues of mutual concern. All jurisdictions are represented, with the exception of British Columbia, which does not yet have an Advisory Council.

In October 1988, the Joint Meeting of Advisory Councils was held in Winnipeg and hosted by the Manitoba Advisory Council on the Status of Women.

Meetings of Ministers responsible for the Status of Women

Council's Chairperson is a member of the Manitoba delegation to the annual meeting of the Federal/Provincial/Territorial Ministers responsible for the Status of Women. Advice is provided by Council to the Minister on issues being discussed at these meetings.

Speaking Engagements

Both the Chairperson and members of the Advisory Council are available to speak to groups about issues of concern to women. The following are examples of topics covered in 1988-89:

- **Women and Technological Change**
  "People and Technology" Workplace Innovation Centre
- **Women and Social Policy**
  School of Social Work, University of Manitoba
- **Midwifery in the North**
  Northern Women's Network
- **New Reproductive Technologies**
  Planned Parenthood
- **Pay Equity: Pros and Cons**
  St. James Business & Professional Women's Club

In addition to speaking at conferences, Council members attended a wide range of conferences as participants. Examples include:

- **International Perspectives**
  National Association of Women and the Law
- **Working Together: Women and the Non-Profit Sector**
  Community Resources Initiative
- **Let's Break the Silence: Adult Survivors of Child Sexual Abuse**
  Minnedosa and Area Committee on Wife Abuse
- **Women and Development**
  C.R.I.A.W.
- **Learning Women**
  Prairie Regional Joint Chair in Women's Studies

Council's Chairperson and members are frequently asked by representatives of the media to comment on current issues of concern to women. Numerous interviews have been conducted in both French and English.

FUTURE DIRECTIONS

Our movement is maturing. Because members are not embracing the strategies of the past twenty years does not mean that feminism is dying. We are taking action in new ways rather than old familiar activities. It is now time to settle into a period of rest and self-examination to develop more effective feminist schemes. Do not mistake this for complacency. We must continue our vigilance in maintaining the strides already achieved.

- Patti Schaefer
as quoted in "Editorial", *Action*, Vol. 16, No. 5, May 1989

Although the Advisory Council will continue to respond to emerging issues of concern, Council has identified a number of major areas for activity in 1989-90.

Adult Survivors of Child Sexual Abuse

In 1989-90, the Advisory Council will focus on the many issues relevant to adult survivors of child sexual abuse. A research study will be undertaken by Council which will explore the effects of child sexual abuse and the availability of services.

Single Parent Women

A review of the economic circumstances of single parent women will be undertaken by the Advisory Council. The review will also include a study of the services and programs available in Manitoba for single parents.

Recommendations will be formulated and submitted to the Manitoba Government to increase its responsiveness to the economic plight of Manitoba's lone-parent families.

Non-Traditional Occupations

The Advisory Council will conduct a review of the participation of women in apprenticeship training in Manitoba, as well as an analysis of the participation of female civil servants in non-traditional employment areas.

Recommendations to promote the participation of women in non-traditional occupations will be made.

Midwifery

The Advisory Council plans to undertake a number of activities in 1989-90 to follow up on its recommendations on midwifery. As one example, the Advisory Council has declared May 9, 1989, "Midwifery Day", and plans to hold a public celebration in honour of this age-old practice.

Reproductive Technologies

The Advisory Council will be revising and reissuing its October 1987 paper on reproductive technologies. The revised version of this paper will be distributed widely throughout the province and across Canada.

Council will continue to collect information on reproductive technologies. It will also continue its involvement in the community-based working group on reproductive technologies.

PUBLICATIONS

The Advisory Council has prepared a number of research reports and submissions on a variety of issues of concern to women. The following are available free of charge from Council office:

The Manitoba Lotteries Foundation: Are Women in the Game?
March 1989

Annual Report, 1987-88
September 1988

Midwifery: Recommendations to the Manitoba Government
September 1988

Annual Report, 1986-87
November 1987

New Reproductive Technologies: Definitions and Questions
October 1987

Spokesperson's Guide
September 1987

Response to the Position Paper on the Framework for Diversification in Western Canada
August 1987

Midwifery: A Discussion Paper
May 1987

Moving Forward: A Triennial Report (December 1982 - March 1986)
March 1987

Women in the Labour Force: A Case Study of the Manitoba Jobs Fund
February 1987

The Economic Realities of Women Under the Manitoba Family Maintenance Act
October 1985

The "System's" Response to Victims of Incest in Manitoba
January 1985

Sexual Assault: Manitoba Concerns
November 1985

Information on Pornography
June 1983

Report on the Manitoba Pension Commission Hearings
March 29, 30, 1983

BRIEFS/SUBMISSIONS

Brief Presented to the Manitoba Task Force on Child Care
January 18, 1989

Presentation to the Public Hearings on Bill 11, The Child Custody Enforcement Amendment Act
December 15, 1988

Submission to the Aboriginal Justice Inquiry
September 13, 1988

Submission to the High School Review Panel
May 6, 1987

Brief To A Committee of the Legislature Regarding Bill 47, The Human Rights Code
July 9, 1987

The Economic Realities of Women
November 1984

Pornography: Presentation to the Special Committee on Pornography and Prostitution Appointed by the Minister of Justice of Canada
April 1984

Reproductive Health: Recommendations to the Government of Manitoba
May 16, 1983

FINANCIAL STATEMENT, 1988 - 1989

Salaries

Managerial	$ 39,452
Professional/Technical	42,185
Administrative Support	48,496
Total Salaries	**$130,133**

Other Expenditures

Personal Services	$ 48,939
Grants/Transfer Payments	3,000
Transportation	9,641
Communication	16,278
Supplies and Services	28,808
Physical Assets	6,466
Other Operating	13,586
Total Other Expenditures	**$126,718**
TOTAL EXPENDITURES	**$256,851**

Haworth & Burgess
CERTIFIED GENERAL ACCOUNTANTS

260-1630 Ness Avenue
Winnipeg, Manitoba R3J 3X1
Telephone (204) 786-8948

AUDITORS' REPORT

To the Chairperson and Members of the Council
Manitoba Advisory Council on the Status of Women:

We have examined the statement of operations of the Manitoba Advisory Council on the Status of Women for the year ended March 31, 1989. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances. Our examination of revenue was confined to the verification of recorded receipts by comparison with bank records.

In our opinion, subject to the limitation in the scope of our examination referred to in the preceding paragraph, these financial statements present fairly the financial position of the centre as at March 31, 1989, and the results of its operation for the year then ended in accordance with generally accepted accounting principles.

Haworth & Burgess

Certified General Accountants

July 12, 1989
Winnipeg, Manitoba